

“Knowing the rules and remembering the rules are two completely different things.”

— Simon Travaglia

2011 Annual Benefit Plan Amounts

Contribution & Benefit Limits	2010 Limit	2011 Limit
Section 401(k), 403(b), or 457(b) annual deferral	\$16,500	\$16,500
SIMPLE plan annual deferral	\$11,500	\$11,500
Section 415 maximums		
• annual benefit from defined benefit plan	\$195,000	\$195,000
• annual additions to defined contribution plan	\$49,000	\$49,000
Maximum IRA contribution	\$5,000	\$5,000
Catch-up contribution limits		
• retirement plan	\$5,500	\$5,500
• SIMPLE plan	\$2,500	\$2,500
• IRA	\$1,000	\$1,000
Compensation Amounts		
Annual compensation limit	\$245,000	\$245,000
Grandfathered governmental plan participants	\$360,000	\$360,000
Highly compensated employees		
• any employee*	\$110,000	\$110,000
• 5-percent owner	no minimum	no minimum
*Employer may elect to limit to top-paid 20%		
Key employees		
• officer	\$160,000	\$160,000
• 1-percent owner	\$150,000	\$150,000
• 5-percent owner	no minimum	no minimum

Social Security/HSA Limits

Social Security	2010 Limit	2011 Limit
• OASDI taxable wage base	\$106,800	\$106,800
• OASDI tax rate	6.2%	6.2%
• maximum monthly benefit at SSRA*	\$2,346	\$2,366
• cost of living adjustment	0%	0%
Maximum income without reducing Social Security retirement benefits		
• SSRA* or over	no limit	no limit
• year individual attains SSRA*	\$3,140/mo [^]	\$3,140/mo [^]
• under SSRA*	\$14,160/yr	\$14,160/yr
*Social Security Retirement Age (age at which an individual may receive an unreduced monthly benefit).		
[^] No limit on earnings beginning the month an individual attains SSRA.		
HSA Limits		
Maximum HSA contribution		
• individual	\$3,050	\$3,050
• family	\$6,150	\$6,150
Minimum HDHP deductible		
• individual	\$1,200	\$1,200
• family	\$2,400	\$2,400
Catch-up contribution limit	\$1,000	\$1,000

This notification is brought to you by your Member Firm of United Benefit Advisors – a member-owned alliance of more than 140 premier independent benefit advisory firms and one of the nation's five largest employee benefits advisory organizations – and Spencer Fane Britt & Browne LLP, with offices throughout the Midwest and more than a century of experience providing legal counsel. This publication is designed to provide accurate and authoritative information. It is distributed with the understanding that the author, publisher and editors are not rendering legal or other professional advice or opinions on specific matters, and accordingly, assume no liability in connection with its use. The choice of a lawyer is an important decision and should not be made solely upon advertisements. Past results afford no guarantee of future results. Every case is different and must be judged on its own merits.

UBA also co-sponsors an informative webinar series designed to help employers anticipate emerging regulatory issues and stay abreast of the latest human resource trends and best practices. For more information, contact your local UBA Member Firm today.



Shared Wisdom. Powerful Results.®

